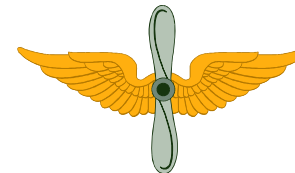
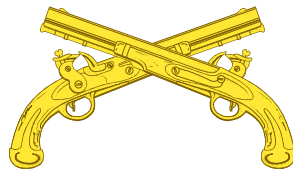
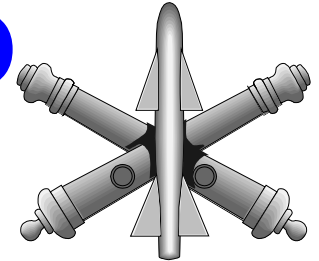
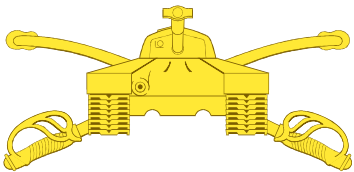


ROLE OF THE EQUAL OPPORTUNITY ADVISOR (EOA) & EQUAL OPPORTUNITY REPRESENTATIVE (EOR)



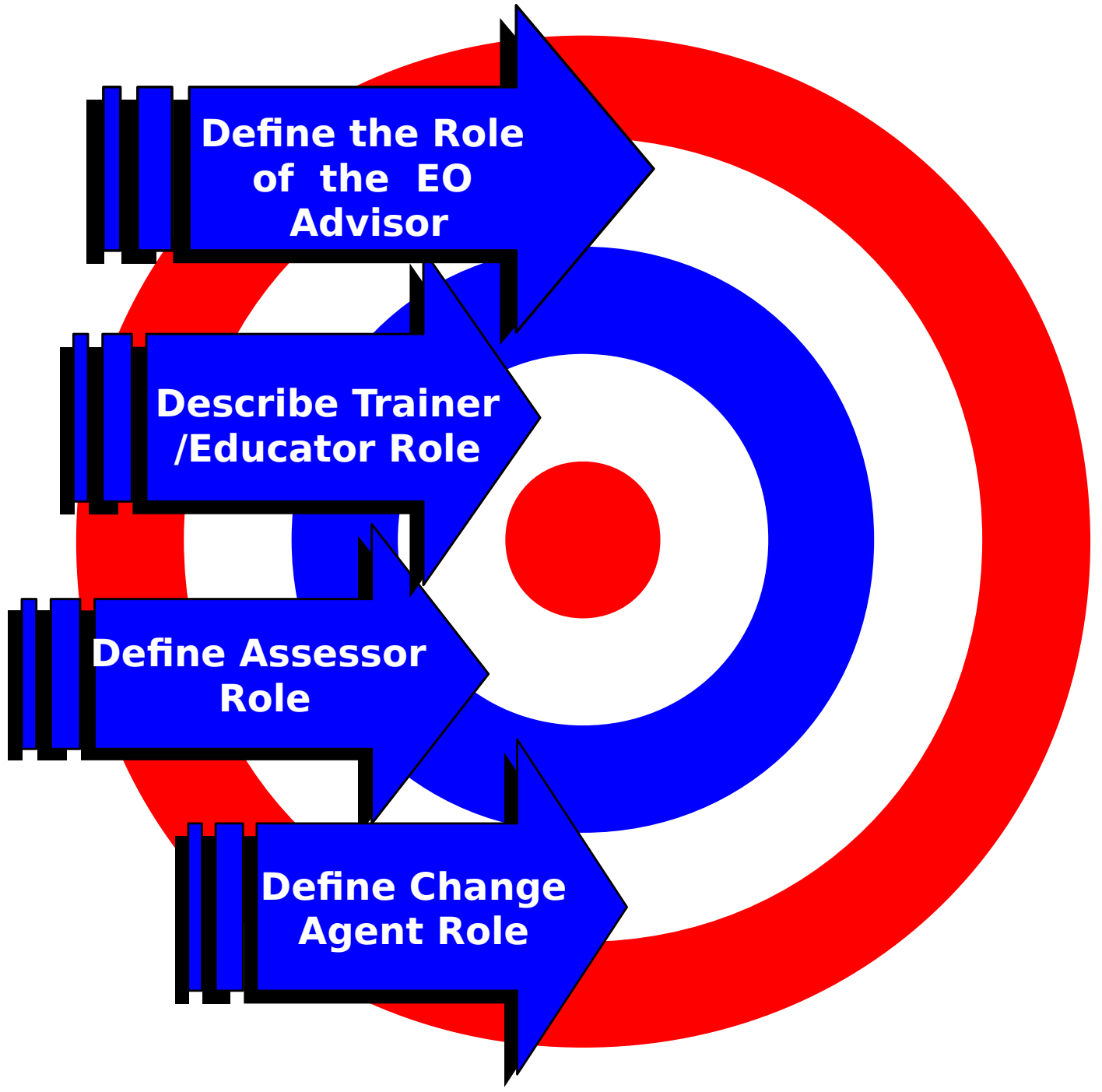
O v e r v i e w

**Define the Role
of the EO
Advisor**

**Describe Trainer
/Educator Role**

**Define Assessor
Role**

**Define Change
Agent Role**



Role of the Equal Opportunity Advisor (EOA)

The EOA

is a:

**Change
Agent**

ADVISOR

**TRAINER/
EDUCATOR**

ASSESSOR



EOA DUTIES & RESPONSIBILITIES



- **Understand/articulate EO policies**
- **Recognize/assess discrimination**
- **Recognize all forms of sexual harassment**
- **Recommend remedies to discrimination and sexual harassment**
- **Collect/organize/interpret demographic data**
- **Assist in development/monitoring of AEO**



EOA DUTIES & RESPONSIBILITIES (Con't)



- **Train EOR's**
- **Assist in evaluating unit training**
- **Organize/conduct EO/POSH training**
- **Conduct EO executive seminars**
- **Process complaints**
- **Provide advisory assistance on investigations**
- **Review EO investigative reports**



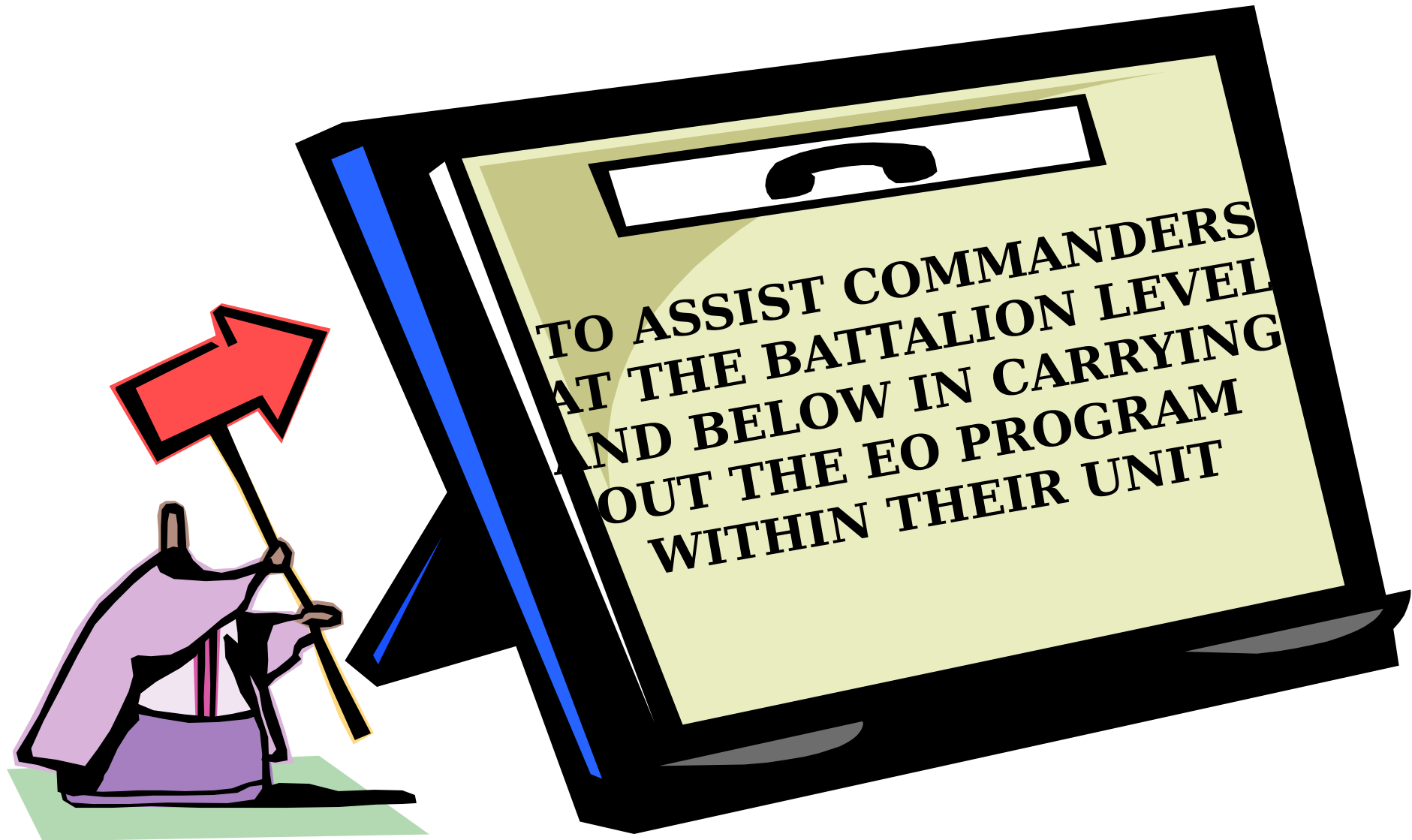
EOA DUTIES & RESPONSIBILITIES (Con't)



- **Conduct follow-up assistance**
- **Assist in ethnic observances**
- **Maintain liaison with community organizations**
- **Assist in developing EO policy for units**
- **Conduct staff assistance visits**
- **Prepare QNSR report**



EO RESPONSIBILITIES





EOR DUTIES AND RESPONSIBILITIES



- ✓ **ASSIST COMMANDERS IN RECOGNIZING DETRACTION FROM A HEALTHY EO CLIMATE**
- ✓ **ASSIST IN THE CONDUCT OF CLIMATE ASSESSMENTS**
- ✓ **PREPARING/ASSISTING IN CONDUCTING EO TRAINING**
- ✓ **MAINTAIN LIAISON WITH OTHER EOR'S AND WITH**



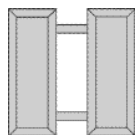
EOR DUTIES AND RESPONSIBILITIES



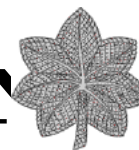
- ✓ **ASSIST IN PREPARING/CONDUCTING ETHNIC OBSERVANCES**
- ✓ **REFERRING COMPLAINANTS TO APPROPRIATE AGENCY/EOA**
- ✓ **EO RESOURCE PERSON**



CHAIN OF COMMAND EO RESPONSIBILITIES



■ **UNIT CHAIN OF COMMAND**



■ **NCO SUPPORT CHANNEL**





EO MODEL



- ✓ **Leader involvement**
- ✓ **Training**
- ✓ **Assessments**
- ✓ **Staffing**
- ✓ **Complaint processing**
- ✓ **Affirmative actions**
- ✓ **Ethnic and special observan**

S U M M A R Y

**Define the Role
of the EO
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**Define Assessor
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**Define Change
Agent Role**

